

Seattle Office for Civil Rights

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Department Description

The Seattle Office for Civil Rights (SOCR) works to ensure that everyone in Seattle has equal access to housing, employment, public accommodations, and contracting. SOCR investigates and enforces City, State, and Federal anti-discrimination laws, and provides public policy recommendations to the Mayor, City Council, and other City departments. The Office develops and implements policies and programs promoting fairness, equity, and diversity. It also administers the Title VI program of the 1964 Federal Civil Rights Act, and Title II of the federal ADA Act.

SOCR prevents and remedies discrimination through enforcement, outreach, and education. The Office takes a neutral position in its complaint investigations. Until SOCR finishes an investigation, it reaches no conclusion about the complaint. SOCR encourages a negotiated resolution between parties whenever possible.

SOCR also develops anti-discrimination programs and policies, and enhances awareness through free education and outreach to businesses, community groups, and the general public. The Office works closely with immigrants, people of color, sexual minorities, and disability advocates to inform them of their rights under the law. A wide array of printed materials is available, translated into 10 different languages.

SOCR keeps civil rights issues before the public through articles in the local media, sponsorship of events such as Seattle Human Rights Day, and coordination of anti-racism projects such as "CityTalks! About Race". As part of a broad social justice movement, SOCR challenges Seattle to eliminate discrimination in all its forms. SOCR staffs three volunteer commissions that advise the Mayor and City Council on relevant issues: Human Rights, Women's and Sexual Minorities Commissions.

Proposed Policy and Program Changes

There are no program changes from the 2004 Endorsed Budget.

Civil Rights

Appropriations	Summit Code	2002 Actual	2003 Adopted	2004 Endorsed	2004 Proposed
Civil Rights Budget Control Level					
Enforcement		1,265,100	1,077,043	1,103,953	1,078,248
Policy and Outreach		634,450	507,095	519,764	495,032
Civil Rights Budget Control Level	X1R00	1,899,550	1,584,138	1,623,717	1,573,280

Department Total		1,899,550	1,584,138	1,623,717	1,573,280
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Department Full-time Equivalents Total*		24.50	22.00	22.00	22.00
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**FTE totals provided for information only (2002 FTE reflect adopted numbers). Authorized positions are listed in Appendix A.*

Resources

General Subfund	1,899,550	1,584,138	1,623,717	1,573,280
Total	1,899,550	1,584,138	1,623,717	1,573,280

Selected Midyear Performance Measures

Provide outreach and education to business, community groups, faith organizations and the general public on civil rights laws and issues and provide staff support to the Human Rights Commission, Women's Commission, and Commission for Sexual Minorities

Number of outreach presentations and training events to immigrant/community groups regarding fair housing, fair employment, other illegal discrimination, and SOCR services

2002 Year End Actuals: 46

2003 Midyear Actuals: 29

2003 Year End Projection: 48

Number of community education events

2002 Year End Actuals: 41

2003 Midyear Actuals: 22

2003 Year End Projection: 42

Number of anti-discrimination and fair housing materials developed and distributed

2002 Year End Actuals: 3,000

2003 Midyear Actuals: 2,100

2003 Year End Projection: 3,800

Promote equal access to services within the City of Seattle by enforcing City, State, and Federal anti-discrimination laws and investigate complaints to eliminate discrimination in housing, employment, public accommodations, and contracting

Percentage of customers (charging parties and respondents) who report that services were unbiased, professional, and courteous and would use SOCR services again or refer others to SOCR

2002 Year End Actuals: 73% (respondents); 32% (charging parties)

2003 Midyear Actuals: 84% (respondents); 40% (charging parties)

2003 Year End Projection: 90% (respondents); 45% (charging parties)

Number of cases closed per year

2002 Year End Actuals: 238

2003 Midyear Actuals: 113

2003 Year End Projection: 240

Average number of days from filing to investigator assignment (this measures promptness of initiating investigations after complaints are filed)

2002 Year End Actuals: 8

2003 Midyear Actuals: 19

2003 Year End Projection: 10

Average number of days from filing complaint to closure (this measures timelines and efficiency of investigations)

2002 Year End Actuals: 169

2003 Midyear Actuals: 156

2003 Year End Projection: 150

Civil Rights

Civil Rights Budget Control Level

Purpose Statement

The purpose of the Seattle Office for Civil Rights is to work towards eliminating discrimination in employment, housing, public accommodations, and contracting in the City of Seattle. The Office seeks to encourage and promote equal access and opportunity, civility, diverse participation, and social and economic equity.

	2002 Actual	2003 Adopted	2004 Endorsed	2004 Proposed
Program Expenditures				
Enforcement	1,265,100	1,077,043	1,103,953	1,078,248
Policy and Outreach	634,450	507,095	519,764	495,032
TOTAL	1,899,550	1,584,138	1,623,717	1,573,280
Full-time Equivalents Total*	24.50	22.00	22.00	22.00

**FTE totals provided for information only (2002 FTE reflect adopted numbers). Authorized positions are listed in Appendix A.*

Civil Rights: Enforcement

Purpose Statement

The purpose of the Enforcement program is to investigate complaints of discrimination in housing, public accommodations, and City and private employment and contracting, as well as violations of the Mayor's "Executive Order Affirming the Right of All Citizens to Receive City Services Equally" in order to remedy acts of illegal discrimination and, when they are substantiated, resolve them through settlements.

The Enforcement program also coordinates the City's Title VI program. The Office provides training to City departments about the Federal Title VI requirement, investigates complaints of all Title VI violations, and produces annual reports regarding all of the City's Title VI compliance efforts.

Program Summary

Transfer funding for 0.25 FTE of an Enforcement Manager (Manager II Exempt) to HUD contract funding. With this change, 0.5 FTE of this position will be funded from General Fund and 0.5 FTE from HUD funds.

Citywide adjustments to inflation assumptions reduce the budget by \$4,000, for a total reduction from the 2004 Endorsed Budget to the 2004 Proposed Budget of approximately \$26,000.

	2002 Actual	2003 Adopted	2004 Endorsed	2004 Proposed
Expenditures/FTE				
Enforcement	1,265,100	1,077,043	1,103,953	1,078,248
Full-time Equivalents Total*	16.00	14.50	14.50	14.50

**FTE totals provided for information only (2002 FTE reflect adopted numbers). Authorized positions are listed in Appendix A.*

Civil Rights: Policy and Outreach

Purpose Statement

The purpose of the Policy and Outreach program is to develop public policy as well as training and education for individuals, businesses, and landlords in Seattle in order to foster behaviors and practices that promote equal opportunity, equal access, civility, diverse participation, activism, and leadership.

Program Summary

Reduce budget for advertising, materials production, and miscellaneous service contracts by \$23,000. The Seattle Office for Civil Rights implemented this cut during 2003 to meet its midyear expenditure reduction target.

Citywide adjustments to inflation assumptions reduce the budget by \$2,000, for a total reduction from the 2004 Endorsed Budget to the 2004 Proposed Budget of approximately \$25,000.

Expenditures/FTE	2002 Actual	2003 Adopted	2004 Endorsed	2004 Proposed
Policy and Outreach	634,450	507,095	519,764	495,032
Full-time Equivalents Total*	8.50	7.50	7.50	7.50

**FTE totals provided for information only (2002 FTE reflect adopted numbers). Authorized positions are listed in Appendix A.*